

Health Workforce Diversity Network Members Survey Report

Survey open February 13 – 23, 2004. 13 responses received February 13 – 19, 2004.

1	How many Health Workforce Diversity Network meetings have you attended (including committee meetings)?	Count	Ratio (rounded)
	(No value selected)	1	8%
	0	1	8%
	1 - 3	5	38%
	4 - 6	4	31%
	7 - 9	1	8%
	10 or more	1	8%
	Total	13	

2	Please rate on a scale from 1 to 5 how and how well you think the May 2001 SBOH Final Report on Health Disparities contributed to improving health workforce diversity.							Count
		Don't know/ Not sure	None	Some	Moderate	Great	Extraordinary	
	Raised awareness among key stakeholders and policy makers	2	-	5	3	2	1	13
	Provided useful data, tools, information, direction, strategies	2	-	2	4	5	-	13
	Improved your knowledge of other organizations involved in efforts to reduce health disparities and improve health workforce diversity	1	1	1	7	2	1	13
	Increased your level of collaboration with other organizations	1	-	4	4	3	1	13
	Increased expectations that responsible agencies or individuals would take action	1	3	3	5	1	-	13
	Count total	7	4	15	23	13	3	65
	Ratio (rounded)	11%	6%	23%	35%	20%	5%	

Comments: helped our organization justify the need to focus further on recruiting under represented minorities to health professions

3	Please rate on a scale from 1 to 5 how and how well you think the May 2001 SBOH meeting at Lincoln High School, Tacoma describing the need for improving health workforce diversity and showcasing efforts to do so contributed to improving health workforce diversity.						Count
	Don't know/ Not sure	None	Some	Moderate	Great	Extraordinary	
Raised awareness among key stakeholders and policy makers	9	-	-	1	2	-	12
Provided useful data, tools, information, direction, strategies	9	-	-	2	1	-	12
Improved your knowledge of other organizations involved in efforts to reduce health disparities and improve health workforce diversity	9	-	-	3	-	-	12
Increased your level of collaboration with other organizations	9	-	1	1	-	1	12
Increased expectations that responsible agencies or individuals would take action	9	1	1	1	-	-	12
Count total	45	1	2	8	3	1	60
Ratio (rounded)	75%	2%	3%	13%	5%	2%	

4	Please rate on a scale from 1 to 5 how and how well you think the May 2002 SBOH meeting at the Shoreline Public Health Laboratory showcasing efforts to improve health workforce diversity have contributed to improving health workforce diversity.						Count
	Don't know/ Not sure	None	Some	Moderate	Great	Extraordinary	
Raised awareness among key stakeholders and policy makers	9	-	1	1	-	-	11
Provided useful data, tools, information, direction, strategies	9	-	1	1	-	-	11
Improved your knowledge of other organizations involved in efforts to reduce health disparities and improve health workforce diversity	9	-	1	1	-	-	11
Increased your level of collaboration with other organizations	9	-	2	-	-	-	11
Increased expectations that responsible agencies or individuals would take action	9	1	1	-	-	-	11
Count total	45	1	6	3	0	0	55
Ratio (rounded)	82%	2%	11%	5%	0%	0%	

5	Please rate on a scale from 1 to 5 how and how well you think the Health Workforce Diversity Network meetings contributed to improving health workforce diversity.						Count
	Don't know/ Not sure	None	Some	Moderate	Great	Extraordinary	
Raised awareness among key stakeholders and policy makers	2	2	4	2	3	-	13
Provided useful data, tools, information, direction, strategies	2	2	4	3	2	-	13
Improved your knowledge of other organizations involved in efforts to reduce health disparities and improve health workforce diversity	1	1	3	4	3	1	13
Increased your level of collaboration with other organizations	1	2	1	5	1	2	12
Increased expectations that responsible agencies or individuals would take action	2	2	4	1	3	1	13
Count total	8	9	16	15	12	4	64
Ratio (rounded)	13%	14%	25%	23%	19%	6%	

Comments: Where is the pipeline survey?

6	Please rate on a scale from 1 to 5 how and how well you think the Health Workforce Diversity Network emails and "fyis" contributed to improving health workforce diversity.						Count
	Don't know/ Not sure	None	Some	Moderate	Great	Extraordinary	
Raised awareness among key stakeholders and policy makers	-	1	6	1	4	1	13
Provided useful data, tools, information, direction, strategies	1	1	2	5	3	1	13
Improved your knowledge of other organizations involved in efforts to reduce health disparities and improve health workforce diversity	-	1	2	5	4	1	13
Increased your level of collaboration with other organizations	-	1	5	5	2	-	13
Increased expectations that responsible agencies or individuals would take action	1	3	5	2	2	-	13
Count total	2	7	20	18	15	3	65
Ratio (rounded)	3%	11%	31%	28%	23%	5%	

Comments: emails were very timely & rich w/ resources/information

They were useful in keeping the members of the network linked and engaged

Very little by way of results seems to come out of the meetings.

7	Please rate on a scale from 1 to 5 how and how well you think the Health Workforce Diversity Network web page on the SBOH web site contributed to improving health workforce diversity.						Count
	Don't know/ Not sure	None	Some	Moderate	Great	Extraordinary	
Raised awareness among key stakeholders and policy makers	5	-	5	2	-	-	12
Provided useful data, tools, information, direction, strategies	4	-	4	1	2	1	12
Improved your knowledge of other organizations involved in efforts to reduce health disparities and improve health workforce diversity	3	-	5	3	1	-	12
Increased your level of collaboration with other organizations	4	3	4	1	-	-	12
Increased expectations that responsible agencies or individuals would take action	5	3	3	-	-	-	11
Count total	21	6	21	7	3	1	59
Ratio (rounded)	36%	10%	36%	12%	5%	2%	

Comments: Most useful sections were the Activities and Additional Resources links.

I have never looked at it.

8	Please rate on a scale from 1 to 5 to what extent you think the following original objectives of the HWDN have been met.					Count
	None	Somewhat	Moderately	Very Much	Completely	
Coordinate efforts to improve health workforce diversity by creating a clearinghouse for efforts to improve health workforce diversity.	1	8	3	1	-	13
Coordinate efforts to improve health workforce diversity by identifying needed additional resources, partners and areas of work.	1	6	4	2	-	13
Encourage enumeration of the racial and ethnic composition of the health workforce.	3	6	3	1	-	13
Develop and compile a health workforce diversity report card that assesses the diversity of the health workforce.	5	5	1	1	-	12
Review, refine and promote the use of health career development programs.	2	6	4	-	-	12
Pursue public and private funds to expand existing diversity efforts.	5	5	2	-	-	12
Count total	17	36	17	5	0	75
Ratio (rounded)	23%	48%	23%	7%	0%	

9. Please list one or two activities or objectives that you would like to see the Health Workforce Diversity Network work on in the future:

Best practices for recruiting diverse populations - incumbent workers to move up the career ladder, unemployed, dislocated and youth
 Increase financial aid opportunities to improve recruitment of diverse populations
 Best practices for retention of diverse populations

I think the work would be better integrated into existing and more established efforts such as the state personnel shortage task force or the legislative task force currently being proposed in the legislature.

strategies/potential partnerships to recruit students to pursue health professions...need to start in middle and high school...efforts need to promote an array of health careers.






Continue to identify new resources and continue to list on web page. Continue to support the network and push for greater action and collaboration amongst existing organizations and agencies.

Push for a survey of health care workforce needs in predominantly racial/ethnic minority communities and on American Indian reservations.

The work of the Healthcare Workforce Diversity network is not complete....however once the survey is done, efforts can be made to create a clearinghouse of information that could be useful in developing policy and in identifying "best practices" for others to follow.

The enumeration efforts will not be successful until data collection is universally supported by all agencies and institutions and there is cooperation together and supportive funding for centralized and ongoing data collection. Without the data collection and enumeration, a workforce diversity report card is not feasible.

Real change in health care programs---in community colleges and our state universities and private colleges

10	In what way(s) has the Health Workforce Diversity Network as a whole promoted workplace diversity as a strategy to reduce health disparities?	Count	Percent Selected (rounded)
Raised awareness among key stakeholders and policy makers		10	77%
Provided useful data, tools, information, direction, strategies		6	50%
Improved your knowledge of other organizations involved in efforts to reduce health disparities and improve health workforce diversity		12	92%
Increased your level of collaboration with other organizations		9	70%
Increased expectations that responsible agencies or individuals would take action		6	50%
	Total selections	43	
	Total responses	13	

Comments: Asking questions and getting the right people taking spurs positive action.
 Created a more vibrant environment that encouraged program development and action.